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DOCKET NO. AUS920010236US1  
JAN 06 2006

SERIAL NO. 09/895,886  
DATE: January 6, 2006

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

**In re application of:** § **Group Art Unit: 2164**  
**Calderaro, et. al.** §  
**Serial No.: 09/895,886** §  
**Filed: June 29, 2001** §  
**Title: System and Method for** § **Intellectual Property Law Dept.**  
**Improved Personnel** § **11400 Burnet Road**  
**Compensation Planning Factors** § **Austin, Texas 78758**

**INFORMATION DISCLOSURE STATEMENT**

The Commissioner of Patents  
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By Joseph T. Van Leeuwen  
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Number of Pages to Follow (including this cover sheet) 14

SEND TO: United States Patent Office

Examiner: Harbeck, Timothy M.

Group Art Unit: 2164

Tel No: (571) 272-8123

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FROM: Joseph T. Van Leeuwen  
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Docket No. AUS920010236US1

Serial No. **09/895,886**

Atty: MSW / JVL

Applicant: Calderaro, et al.

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<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
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<input checked="" type="checkbox"/> IDS Statement	<input type="checkbox"/> Change of Address
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<input checked="" type="checkbox"/> Other: <u>Copies of 2 non-patent references cited in Form PTO 1449 (9 pages)</u>	

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Fees: Amendment \_\_\_\_\_ Notice of Appeal \_\_\_\_\_ Appeal Brief \_\_\_\_\_ Other \$ 0.00

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*Joseph T. Van Leeuwen* 1/6/06  
Joseph T. Van Leeuwen Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- Information Disclosure Statement;
- Modified form 1449 listing 2 references;
- Copies of 2 non-patent references (9 pages);

37 CFR § 1.97 is satisfied by the following:

- This IDS is being filed pursuant to CFR § 1.97(c) and:

no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.

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- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

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Atty Ref. No. 1030

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Washington, D.C. 20231

SERIAL NO. 09/895,886

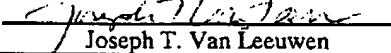
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 Joseph T. Van Leeuwen

1/6/06

Date

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Atty Ref. No. 1030

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS920010236US1**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT****U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
_____	AA				
_____	AB				
_____	AC				
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_____	AI				
_____	AJ				
_____	AK				
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**FOREIGN PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation <u>Yes</u> <u>No</u>
_____	AM				
_____	AN				
_____	AO				
_____	AP				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

_____	AQ	"Oracle seizes the future with retention training," <u>Workforce</u> , 78, 12, 88. Dec. 1999. From DIALOG file 148, 11713011.
_____	AR	McNally, J. Stephen, "Retaining valued employees," <u>Pennsylvania CPA Journal</u> , vol. 71, no. 4, p. 24-28, winter 2000. From DIALOG file 15, 02096148.
_____	AS	

Examiner: \_\_\_\_\_ Date Considered: \_\_\_\_\_

**EXAMINER:** Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.